

NAP

NURSES ASSISTANCE PROGRAM

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The nurses' assistance program (NAP) is a specially designed program to assist licensed nurses whose competency may be impaired due to abuse of drugs or alcohol, so that such nurses can be treated and can return to or continue the practice of nursing in a manner which will benefit the public. The board of nursing, by implementing this nurses' assistance program, will establish two tracks: the disciplinary track (ARM 8.32.1602) and voluntary track (ARM 8.32.1606).

8.32.1602 DISCIPLINARY TRACK

- (1) Participation in the nurses' assistance program may be mandated as a part of disciplinary action by the board of nursing. A licensee may choose to participate in the disciplinary track of NAP as an alternative to or in conjunction with other administrative proceedings.

8.32.1603 ADMISSION CRITERIA

- (1) Any licensed nurse in the state of Montana who has violated the statutes and rules related to nursing practice which involved alcohol and/or drugs and whom the board has stipulated NAP as a part of disciplinary action.
- (2) Licensee agrees to abide by the terms of NAP.

8.32.1604 PROGRAM REQUIREMENTS

- (1) Licensee agrees to evaluations necessary to determine treatment and monitoring needs while a part of NAP.
- (2) Licensee complies with NAP monitoring contract.
- (3) All costs for treatment and monitoring will be the responsibility of the licensee.
- (4) Licensee actively participates in treatment plan.

- (5) All treatment facilities and counseling professionals used in treatment plans must be approved by the board of nursing prior to their use by a licensee.
- (6) Quarterly reports from NAP will be presented to the board.
- (7) Licensee agrees to act as a nurse advocate to other NAP participants when it is deemed appropriate by NAP and/or the board.

8.32.1606 NON-DISCIPLINARY TRACK

- (1) Participation in the nurses' assistance program (NAP) may be a choice of licensees who volunteer for assistance with alcohol and/or drug use/abuse, or who qualify for enrollment under ARM 8.32.1607, and enroll in lieu of formal disciplinary action. Involvement by the licensee on the non-disciplinary track will remain confidential, provided that the individual complies with all conditions of the program.

8.32.1607 ADMISSION CRITERIA

- (1) Any licensed nurse in the state of Montana who is involved with alcohol and/or drug use/abuse who desires rehabilitation assistance.
- (2) Licensee agrees to evaluations necessary to determine treatment and monitoring needs prior to admission to NAP.
- (3) Treatment and monitoring needs of the licensee are appropriate for admission into NAP.
- (4) Licensee cooperates with NAP by providing medical information and release of information and liability authorizations.
- (5) Licensee agrees to comply with the NAP treatment plan and monitoring contract.
- (6) Licensee has not had any previous disciplinary action from a licensing board.
- (7) Licensee is not currently facing charges under a notice of proposed board action issued by a licensing board.
- (8) If previously involved in the NAP or any other such assistance program, the individual must have complied in all material respects with such program.
- (9) Licensee has not had nursing practice problems involving death or significant harm to a patient.
- (10) Licensee has not had evidence of diversion of controlled substances or caution legend drugs for purposes of sale or distribution.

8.32.1608 PROGRAM REQUIREMENTS

- (1) Licensee must comply with NAP treatment plan and contract.
- (2) All costs for treatment and monitoring will be the responsibility of the licensee.
- (3) Licensee actively participates with treatment plan.
- (4) All treatment facilities and counseling professionals used in treatment plans must be approved by the board of nursing prior to their use by a licensee.
- (5) Licensee shall sign a waiver that allows NAP to report noncompliance or the suspected inability to practice safe nursing to the board.
- (6) Licensee agrees to act as a nurse advocate to other NAP participants when it is deemed appropriate by NAP.